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STATE OF MAINE
DEPARTMENT OF
ECONOMIC AND COMMUNITY DEVELOPMENT
33 STONE STREET
59 STATE HOUSE STATION
AUGUSTA, MAINE
04333-0059

ANGUS S. KING, JR.
GOVERNOR

THOMAS D. McBRIERTY
COMMISSIONER

April 7, 1998

The Honorable John T. Jenkins, Senate Chair
The Honorable Marc J. Vigue, House Chair
Members of the Joint Standing Committee on Business and
Economic Development
115 State House Station
Augusta, Maine 04333

Dear Senator Jenkins, Representative Vigue and Members of the Committee:

Per your March 18, 1997 letter request, I am pleased to forward the enclosed report on wages paid by Maine employers that were approved for economic development incentives by the department in calendar year 1997. As you will see, these programs have supported the creation of very high quality jobs across the state.

As you know, Senator Chellie Pingree introduced a bill (L.D. 2243) in the Second Session regarding accountability in State incentives. The bill passed in a significantly reduced form, now simply requiring that businesses receiving certain incentives provide annual reports on employment and wages to the department. The bill also establishes the Economic Development Incentives Commission to continually examine ways in which Maine's incentive programs (individually and collectively) can be improved. We look forward to implementing these requirements as we expect them to result in better economic impact data and provide a valuable mechanism for the continual evaluation of our programs. It is my expectation that the statutory reporting provided by the department and commission will satisfy the Committee's future information requirements for use in policy development.

I hope you will find the attached report informative. Please call if you have any questions or comments.

Sincerely,

Thomas D. McBrierty
Commissioner

Encl.



REPORT ON LIVABLE WAGES

AN EXAMINATION OF WAGES PROVIDED BY EMPLOYERS RECEIVING FINANCIAL ASSISTANCE IN 1997 THROUGH THE DEPARTMENT OF ECONOMIC AND COMMUNITY DEVELOPMENT

In its March 18, 1997 letter to the Department of Economic and Community Development, the Maine Legislature's Joint Standing Committee on Business and Economic Development requested that the department provide an annual report on the wages and benefits provided by employers receiving business assistance subsidies through the department over the preceding year. Accordingly, the following data and analysis are provided pertaining to the Governor's Training Initiative (GTI), Community Development Block Grant (CDBG), Municipal Tax Increment Financing (TIF) and Employment Tax Increment Financing (ETIF) programs in 1997.

Governor's Training Initiative.

During the reporting period 83 employers were approved for GTI funding, with a total of \$3,793,460 contracted to train 8,510 incumbent employees and 756 new hire employees. The following is an overview of the program's performance:

Employers receiving GTI funding:	83
Number of incumbent workers trained/retrained:	8,510
Number of new hire workers trained:	756
Average wage of incumbent workers:	\$15.03/hour (\$31,264/year)
Average wage of new hire workers:	\$10.02/hour (\$20,841/year)
Average wage increase after GTI:	\$.43/hour (\$894/year)
Average GTI funds per incumbent worker:	\$445
Average GTI funds per new hire worker:	\$1,283
Average percentage of health insurance costs paid by employer:	75%

The largest category training funded through GTI grants was in the area of technical training (35%), followed by on-the-job training (23%). In most cases these categories include an in-depth mix of skills training, much of which is specific to the employer's processes, equipment and methodologies. The breakout of training funded is:

Technical training:	35%
On-the-job training:	23%
High performance skills:	14%
Workplace literacy:	11%
ISO:	5%
Workplace safety	4%
Worker assessment:	3%
Occupational assessment:	3%

Higher education 2%

While GTI funds provided training for employees in all Maine counties, the distribution of grants (based upon the employer's headquarters), the most recently reported Maine Department of Labor average annual per capita income, and the weighted average wages of GTI trained/retrained employees are as follows:

<u>County</u>	<u>No. GTI Grants</u>	<u>Ave. Annual Per Capita Income¹</u>	<u>Weighted Ave. GTI Wages²</u>
Androscoggin	4	\$19,626	\$25,064
Aroostook	16	15,894	20,280
Cumberland	22	25,127	25,604
Franklin	2	16,981	19,822
Hancock	4	21,571	43,264
Kennebec	3	20,036	15,995
Knox	1	21,859	47,902
Lincoln	3	22,385	26,187
Oxford	6	16,727	27,768
Penobscot	6	18,747	28,704
Piscataquis	3	15,328	22,048
Sagadahoc	1	20,605	29,993
Somerset	3	15,825	21,320
Waldo	1	15,863	27,996
Washington	0	15,895	n/a
York	7	20,533	26,894
Maine		\$20,157	
Average GTI annual wage			\$27,256

The GTI program supported training and retraining for jobs paying, on average, \$7,099 more than the state average annual per capita income. Even when factoring out the high wages paid to GTI clients in Hancock and Knox counties, the GTI-supported average wage is \$24,436 or \$4,279 higher than the state average.

Employment Tax Increment Financing.

Employment Tax Increment Financing is a relatively new program created to assist in the financing of significant projects that create above average quality net new jobs in Maine. In order to qualify, businesses are required by law to pay above average wages and make health insurance and retirement benefits available to employees. The following ETIF projects were approved in 1997:

¹ Most recently reported county data is from 1995.

² Avoids significant skewing that would otherwise result from a small number of high wage earners.

D & G Machine Products

Westbrook, Cumberland County

Approved: June 2, 1997

Business Description: A high technology manufacturing company that serves the pulp and paper, power, semiconductor and other sectors requiring large, complex, high precision metal machining and fabrication.

Project Description: D& G has invested \$1,500,000 in a 30,000 square foot building expansion, and more than \$1,600,000 for additional production equipment. Total Project Investment: \$3.1 million.

ETIF-Supported Employment Growth:

<u>Positions</u>	<u>Hourly Wage Range</u>	<u>Average Hourly Wage</u>
23 Machinists	\$12.50 - \$14.00	\$13.16
20 Mill Technicians	13.00 - 14.00	13.66
11 Welders	13.00	13.00

Qualified employees are provided with Blue Cross/Blue Shield health coverage and a dental plan, both of which are 100% paid by the employer. Employees may contribute to a Retirement 401(k) plan and a profit sharing plan to which the company contributes 2 1/2%.

Note: Funds have not yet been expended to D&G under this program. Payment is in progress.

New Balance Athletic Shoe, Inc.

Norway, Oxford County

Approved: September 22, 1997

Business Description: Footwear manufacturing with facilities in Norridgewock and Skowhegan, plus a new plant in Norway.

Project Description: New Balance is establishing a third, state of the art manufacturing facility in Norway that will employ 100 people. Total project investment: \$2.5 to 3.0 million. Financing includes \$500,000 from the Oxford Hills Growth Council, and \$300,000 from the Community Development Block Grant program

ETIF-Supported Employment Growth:

	<u>Average Annual Wage</u>
100 Shoe Sewing Machine Operators and Tenders:	\$16,640 (estimated)

Note: Only employees receiving annualized incomes exceeding \$16,727 will be included in the calculation of ETIF benefits for New Balance.

For employees who work 30 or more hours per week receive and have been employed for at least 60 days, New Balance pays 75% of premiums for health insurance and dental insurance. Basic life insurance and accidental death and dismemberment insurance are automatically provided to those covered under the health insurance plan. Voluntary Group Life Insurance, to which employee must contribute 100%, is available to those who work more than 20 hours per week. 100% company paid short-term and long-term disability is provided to those working 20 and 30 hours per week, respectively.

A retirement 401(k) plan is available to employees working at least 20 hours per week and who have completed 6 months of employment. Employee may contribute 3% to 16% of gross pay, while employer contributes \$.50 for every dollar contributed up to 6% of pay, with a maximum employer contribution of \$1000.

Note: Funds have not yet been expended to New Balance under this program.

Cooper-Weymouth, Peterson

Clinton, Kennebec County

Approved: December 31, 1997

Business Description: Cooper-Weymouth, Peterson is a manufacturer of metal handling machinery, and is a subsidiary of the Mestek Corporation headquartered in Dallas, Texas. CWP's principal products are large, complex machines that handle, flatten and shape rolled steel and sheet metal as delivered from the mill.

Project Description: CWP is expanding its manufacturing facility by 27,000 square feet and adding new manufacturing machinery and equipment. Total investment is in excess of \$3 million. The Town of Clinton has approved Municipal Tax Increment Financing in support of this project.

ETIF-Supported Employment Growth:

<u>Positions</u>	<u>Average Annual Wage</u>
18 Machinists, Class B	\$25,660
16 Assemblers, Class C	23,960
4 Electrical Assemblers, Class B	25,180
1 Storekeeper	23,960
3 Welder-Fab Helpers	23,960
1 CNC Programmer	34,008
1 Janitor/Sweeper	20,508
1 Quality Control Inspector	30,030
1 Electrical Engineer	28,080
2 Design Engineers	33,800
1 Sales Engineer	34,502

CWP provides complete health insurance coverage to its employees, and offers a retirement plan that includes a 401(k).

Note: Funds have not yet been expended to New Balance under this program.

Eldur Corporation

Bangor, Penobscot County

Approved: December 24, 1997

Business Description: The Eldur Corporation is a subsidiary of Eldur AG of Maienfeld, Switzerland, and specializes in the production of lead-in wires, fuses and connectors for the lighting, semiconductor and connector industries. The Eldur Corporation's facilities in Bangor are its only operation in the United States. This project is the result of a cooperative business development between the State, the Eastern Maine Development Corporation and the City of Bangor.

Project Description: This ETIF project is the establishment of a new manufacturing facility with a total capital investment of approximately \$5 million and initial employment of 25 manufacturing personnel. The leased 33,000 square foot facility is owned by the City of Bangor, and a lease-purchase agreement is in place.

ETIF-Supported Employment Growth: The Eldur Corporation's overall annualized wages range from \$59,891 for senior management and engineers to \$16,554 for manufacturing support positions. The average annualized manufacturing wage is approximately \$24,125, while the average annual per capita income in Penobscot County is \$18,747.

As required under the ETIF statutes, the Eldur Corporation provides its employees with health insurance and ERISA-qualified retirement programs.

Note: Funds have not yet been expended to Eldur Corporation under this program.

Oxford Aviation Corporation

Oxford, Oxford County

Approved: December 24, 1997

Business Description: Oxford Aviation is a world class refurbisher of small and midsize aircraft, and has realized recent success in refinishing aircraft for the commuter airline industry. The company has broken into the European market, and has seen a steady flow of turboprop aircraft from Scandinavian commuter airlines. The company's work includes engine, airframe, instrumentation, interior and exterior refurbishment.

Project Description: Oxford aviation had outgrown its county-owned facilities at the Oxford County Airport, and was in need of more space. Through long negotiations between the State, County, Federal Aviation Administration and the Growth Council of Oxford Hills, a financial

and engineering package was put in place that adds 16,000 square feet of work space (highly specialized aircraft hangar) and will employ approximately 47 additional personnel.

ETIF-Supported Job Growth: To date Oxford Aviation has added approximately 35 of the expected 50 total new jobs. Average annualized wages range from \$15,600 (new hires) to \$24,960 for more experienced personnel. Average annualized wages for the company are \$20,280. The ETIF qualification threshold for Oxford County is \$16,727.

Oxford Aviation provides its employees with health insurance (50% company paid), a 401 (k) retirement program and life insurance.

Note: Funds have not yet been expended to Oxford Aviation under this program.

Municipal Tax Increment Financing.

Municipal Tax Increment Financing is a thirteen year old program that allows municipalities to facilitate certain economic and community development projects by pledging all or a portion of the new property tax revenues that will result from the development to assist in the project's financing. This program has been gaining in popularity, and in 1997 nineteen Maine municipalities used it to finance twenty one new development projects. Of these, five have a direct job creation component, though the remainder will undoubtedly play a significant role in job creation and retention over time. (As an example, infrastructure improvements in the Gorham Industrial Park will ultimately help in business expansions and job creation, though it is impossible to estimate those impacts at this point.)

It should be noted that a Municipal TIF development program is established through a public process within the municipality, and is designated by the municipal legislative body. Municipalities are empowered to establish their own individual policies and performance standards regarding the benefits provided to businesses under TIF. The department's role in this program is to provide technical assistance to communities considering its use, and ultimately to review and approve district designations based upon their compliance with statutes only. Accordingly, all TIF development programs are unique, and many have no specific job creation or job quality components, but rather are used to finance redevelopment, capital upgrade, infrastructure and community development projects. Additionally, where the creation of jobs has been specifically noted, detailed projections regarding the quality of those jobs is seldom provided unless State programs (such as ETIF) are also accessed for the project.

The five TIF development programs approved in 1997 having a direct job creation component are as follows:

Lemforder Corporation

Brewer, Penobscot County

Approved: March 30, 1997

Investment project: \$24.2 million expansion of existing automotive parts manufacturing facility.

Jobs created: 125

Average wage: \$15.64 per hour/\$32,531 per year

Cooper-Weymouth, Peterson

Clinton, Kennebec County

Approved: March 31, 1997

Investment project: \$3+ million expansion of existing metal handling/forming machinery manufacturing facility.

Jobs created: 50

Average wage: \$24,933

Note: ETIF was also approved to assist in financing this project.

H.O. Bouchard Sports Complex

Brewer, Penobscot County

Approved: March 31, 1997

Investment project: \$1.5 million construction of 28,000 square foot multi-purpose sports and ice rink complex.

Jobs created: 20

Average wage: Unavailable

D & G Machine Products

Westbrook, Cumberland County

Approved: March 31, 1997

Investment project: \$3.1 million, 27,700 square foot expansion of large machine and metal fabrication facility.

Jobs created: 47

Average wage: \$13.27 per hour.

Note: ETIF was also approved to assist in financing this project

Enercon

Gray, Cumberland County

Approved: April 4, 1997

Investment project: \$4.6 million new, state of the art facility for this electronic design and manufacturing firm. This project includes the future development of an 86 acre high technology business and industrial park.

Jobs created: 20 (Phase One)

Average wage: \$16.30 per hour.

Pittsfield Woolen Yarns

Pittsfield, Somerset County

Approved: December 5, 1997

Investment project: \$.708 million expansion of carding, spinning and winding operations.

Jobs created: 27

Average wage: Unavailable

Community Development Block Grant.

The Department of Economic and Community Development administers and distributes, on behalf of the state, over \$16 million in Community Development Block Grant (CDBG) funds from the U.S. Department of Housing & Urban Development (HUD) each year. All communities in the state, excluding Auburn, Bangor, Lewiston and Portland are eligible to apply for and receive funds.

The CDBG program is targeted to assist persons who reside in households defined as low and moderate income (household income below 80% of the county median). 51% or more of the individuals taking jobs created by businesses receiving a CDBG benefit must meet this income standard before they are hired. The vast majority of the jobs created cannot require specialized training or education beyond a high school degree. For this reason not all Maine businesses, particularly those requiring a highly skilled or educated work force, are appropriate candidates for CDBG assistance.

In 1997, \$6.15 million was used for economic development related projects in three general categories:

1. **Business Assistance.** Loans or grants to businesses, dependent upon the circumstances, to support job creation and retention. The maximum loan or grant award is \$300,000. This program began in 1997.
2. **Economic Development Infrastructure (EDI).** Grants for public infrastructure projects that directly support job creation and retention activities. The program, which began in 1993, has an established maximum grant award of \$400,000.
3. **Development Fund.** Loans to businesses to fill a "gap" financing need. The loans are made at favorable terms and conditions, typically at an interest rate ½ the prime rate, to support job creation and retention. The maximum loan amount is \$100,000, and some administrative fees are available.

The time lag between application, program implementation and the hiring of workers can be quite variable, sometimes only a few months but often as long as two or even three years. For this reason,

DECD has selected to report on CDBG projects where the majority of funds were spent and/or significant hiring occurred in 1997.

Between the three CDBG programs, \$5,936,292 was granted or loaned to 23 businesses throughout the state, resulting in the retention of 532 jobs and the creation of 681 new jobs.

	Business Assistance	EDI	Dev. Fund	Totals
# Jobs Retained:	423	67	42	532
# Jobs Created:	178	242	22	442
# Jobs Projected:	72	114	53	239
Total # Jobs:	673	423	117	1,213

Funds from the Business Assistance, EDI and Development Fund Programs were distributed as follows:

County	Business Assistance	EDI	Development Fund	Totals
Androscoggin	0	0	0	0
Aroostook	300,000	1,546,000	0	1,846,000
Cumberland	0	0	297,250	297,250
Franklin	0	260,158	107,000	367,158
Hancock	0	259,900	0	259,900
Kennebec	300,000	0	0	300,000
Knox	0	0	0	0
Lincoln	0	0	56,000	56,000
Oxford	300,000	326,767	110,000	736,767
Penobscot	0	347,474	0	347,474
Piscataquis	0	0	0	0
Sagadahoc	0	0	0	0
Somerset	0	132,800	0	132,800
Waldo	0	0	0	0
Washington	0	983,443	0	983,443
York	0	502,500	107,000	609,500
Totals	\$900,000	\$4,359,042	\$677,250	\$5,936,292

- Average cost per job under the Business Assistance Program: \$1,337
- Average cost per job under the EDI program: 10,305
- Average cost per job under the Development Fund: 5,788
- Average cost per job with three programs combined: 4,893

County Profiles of CDBG Disbursements

Androscoggin County

County Average Annual Per Capita Income: \$19,626 (\$9.43 per hour)

No grants or loans were disbursed under CDBG programs.

Aroostook County

County Average Annual Per Capita Income: \$15,894 (\$7.64 per hour)

Business Assistance:	\$300,000
EDI	1,546,000
Development Fund:	0
Total:	\$1,846,000
Jobs Retained:	0
Jobs Created:	259
Jobs Projected:	46
Total	305

The following five businesses in Aroostook County received assistance.

Fresh Way, Inc. - \$400,000 EDI grant has resulted in 50 new potato processing positions and the anticipation of 25 more, all paying wages that range from \$6.00 to \$10.00 per hour, or between \$12,480 and \$20,800 per annum. Employer pays for 50% of health insurance coverage and offers vacation time.

Graphic Utilities – received a \$400,000 EDI grant that has resulted in 14 new light manufacturing jobs, with 6 more jobs anticipated. Average hourly wage is \$8.00 per hour, or \$16,640 per annum. Health insurance and retirement pension plan are offered.

Kent Textiles – recipient of a \$300,00 Business Assistance grant which has resulted in 140 new jobs to date, with an additional 10 anticipated. These are textile manufacturing positions paying an average hourly wage of \$7.50 per hour and providing health, life and disability insurance. Annualized income is \$15,600.

Maine Frozen Foods – received a \$346,000 EDI grant that resulted in the creation of 35 new jobs. These positions, which are largely vegetable processing, pay an average of \$5.10 per hour (1996 data), or \$10,608 per year. The company provides benefits worth \$1.20 per hour or \$2,500 per year.

Northland Frozen Foods – has created 20 new positions and expects to create five more. These potato processing positions pay \$6.20 per hour, or \$12,896 per annum, and include health and life insurance.

Cumberland County

County Average Annual Per Capita Income: \$25,127 (\$12.08 per hour)

Business Assistance:	\$0
EDI	297,250
Development Fund:	0

Total: \$297,250

Jobs Retained:	0
Jobs Created:	0
Jobs Projected:	43

Total: 43

Efficient Air Systems, Inc. – received a \$107,000 Development Fund loan which will result in the creation of 20 new machinists positions paying from \$11.00 to \$17.00 per hour, or between \$22,880 and \$35,360 per year. Health, life and dental insurance are provided, as well as vacation time.

Infotech Solutions – expects to create 15 new positions as computer operators, billing clerks and mailroom personnel. These positions are expected to be paid approximately \$11.00 per hour, or \$22,880 per year. Health, life, and disability insurance are offered, with the employer paying 70% of the costs of health insurance.

North American Supaflu – chimney lining company creating eight office and warehouse positions.

Franklin County

County Average Annual Per Capita Income: \$16,981 (\$8.16 per hour)

Business Assistance:	\$0
EDI:	260,158
Development Fund:	107,000
Total:	\$367,158

Jobs Retained:	17
Jobs Created:	25
Jobs Projected:	10

Total: 52

USA Concrete – recipient of a \$107,000 Development Fund loan, has created 12 new positions and expects to hire 8 more. Equipment operating, truck driving and dispatching positions pay between \$9.60 and \$11.80 per hour, or between \$19,968 and \$24,544 per annum.

Hancock County

County Average Annual Per Capita Income: \$21,571 (\$10.37 per hour)

Business Assistance:	\$0
EDI:	\$259,900
Development Fund:	0

Total:	\$259,900
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Jobs Retained:	0
Jobs Created:	0
Jobs Projected:	15

Total:	15
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Tempshield - manufacturer of protective apparel, received an EDI grant in the amount of \$259,900 that will result in 15 new, light manufacturing positions paying between \$6.50 and \$9.50 per hour, or from \$13,520 to \$19,760 annually. Health and dental insurance are provided.

Kennebec County

County Average Annual Per Capita Income: \$20,036 (\$9.63 per hour)

Business Assistance:	\$300,000
EDI:	0
Development Fund:	0
Total:	\$300,000

Jobs Retained:	423
Jobs Created:	0
Jobs Projected:	0

Total:	423
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Hathaway – received a \$300,000 Business Assistance grant that resulted in the retention of 423 jobs that pay between \$7.00 and \$9.00 per hour, or between \$14,560 and \$18,720 per annum. Company pays for 80% of health insurance, and offers life and disability insurance, as well as a retirement plan and vacation.

Knox County

County Average Annual Per Capita Income: \$21,859 (\$10.50 per hour)

No grants or loans were disbursed under the CDBG program.

Lincoln County

County Average Annual per Capita Income: \$22,385 (\$10.76 per hour)

Business Assistance	0
EDI:	0
Development Fund:	\$56,000
Total:	\$56,000

Jobs Retained:	0
Jobs Created:	3
Jobs Projected:	2
Total:	5

Echovision – received a Development Fund loan for \$56,000 that has resulted in the creation of three new positions and is expected to create two more. These light manufacturing and computer operating positions pay between \$7.00 and \$12.00 per hour, or from \$14,560 to \$24,960 per annum. Health insurance is provided.

Oxford County

County Average Annual Per Capita Income: \$16,727 (\$8.04 per hour)

Business Assistance:	\$300,000
EDI:	326,767
Development Fund:	110,000
Total:	\$736,767

Jobs Retained:	33
Jobs Created:	45
Jobs Projected:	102
Total:	180

New Balance – received \$300,000 in Business Assistance and expects to create, at a minimum, 100 new shoe manufacturing positions paying approximately \$8.00 per hour, or \$16,640 per year. Employer contributes 75% toward health insurance and dental insurance, and also offers life insurance, retirement plan and vacation.

Oxford Aviation – received a \$326,767 EDI grant and a Development Fund loan for \$110,000, resulting in the retention of 33 jobs, and the creation of 47 new positions. Airplane mechanics, painters and upholsterers are paid between \$7.50 and \$12.00 per hour, or from \$15,600 to \$24,960. Employer pays for 50% of health insurance, and offers a 401(k) retirement plan, vacation time and uniforms.

Penobscot County

County Average Annual Per Capita Income: \$18,747 (\$9.01 per hour)

Business Assistance:	\$0
EDI:	347,474
Development Fund:	0
Total:	\$347,474

Jobs Retained:	0
Jobs Created:	36
Jobs Projected:	0
Total:	36

Earth Gro - employs 24 year round and 12 full-time, seasonal employees in the wholesale of bark mulch. Laborers, equipment operators, production and office workers are paid \$6.50 per hour, or \$13,520 annually. 50% of health, life and dental insurance are paid for by the company. Retirement, vacation and uniforms are also provided.

Piscataquis County

County Average Annual Per Capita Income: 15,328 (7.36 per hour)

No grants or loans were disbursed under the CDBG program.

Sagadahoc County

County Average Annual Per Capita Income: \$20,605 (\$9.90 per hour)

No grants or loans were disbursed under the CDBG program.

Somerset County

County Average Annual Per Capita Income: \$15,825 (\$7.60 per hour)

Business Assistance:	\$0
EDI:	132,800
Development Fund:	0
Total:	\$132,800

Jobs Retained:	0
Jobs Created:	4
Jobs Projected:	1
 Total:	 5

Bingham Hatchery, Inc. – received a \$132,800 EDI grant that has resulted in the creation of 4 new jobs, with one more projected. Positions pay \$7.50 per hour, or \$15,600 per annum, and include health insurance, a retirement plan and vacation.

Waldo County

County Average Annual Per Capita Income: \$15,863 (\$7.62 per hour)

No grants or loans were disbursed under the CDBG program.

Washington County

County Average Annual Per Capita Income: 15,895 (\$7.64 per hour)

Business Assistance:	\$0
EDI:	983,443
Development Fund:	0
 Total:	 \$983,443

Jobs Retained:	
Jobs Created:	40
Jobs Projected:	20
 Total:	 60

Atlantic Salmon of Maine, Inc. – Recipient of a \$400,000 EDI grant that resulted in the creation of 40 new, fish processing and shipping jobs paying between \$7.30 and \$11.00 per hour, or between \$15,184 and \$22,880 per annum. Employer pays 67% of health insurance, and offers life and disability insurance plus retirement plan and vacation time.

Coast of Maine, Inc. – which received a \$183,443 EDI grant, is creating 5 new machine operator and semi-skilled equipment operator positions that pay \$7.50 per hour, or \$15,600 annually. Health insurance is provided.

Northeastern Blueberry Company – recipient of a \$400,000 EDI grant, projects the creation of 15 new, cranberry agricultural positions that will pay \$5.50 per hour, or \$11,440 annually. Health insurance is provided.

York County

County Average Annual Per Capita Income: \$20,533 (\$9.87 per hour)

Business Assistance:	\$0
EDI:	502,500
Development Fund:	107,000
Total:	\$609,500
Jobs retained:	59
Jobs Created:	30
Jobs Projected:	0
Total:	89

Cormier Textiles – with a \$102,500 EDI grant, has retained 17 textile manufacturing positions and is creating 10 new ones paying hourly wages of \$8.16 per hour, or \$16,973 per annum. Health insurance and vacation are provided.

New England Mailing Systems – with the assistance of a \$107,000 Development Fund loan, has retained 42 semi-skilled equipment operating and mail processing positions and intends to create 7 new ones. These positions pay between \$7.00 and \$10.50 per hour, or from \$14,560 to \$21,840 annually. The company offers health, life and dental insurance, as well a retirement plan and vacation time.

New England Tool and Grinding - has recently hired 13 skilled machinists with the assistance of a \$400,000 EDI grant. Positions pay between \$10.00 and \$12.00 per hour, or from \$20,800 to \$24,960 annually. Employer offers health insurance, a retirement pension plan and vacation time.